

California Wildland Fire Coordinating Group



Date: October 15, 2008

To: Federal California Incident Management Teams

Subject: Composition of Teams



The CWCG has reviewed two recent SAFENET complaints based upon the relationship between members of an incident management team. The incident personnel that filed the SAFENET claimed that they were unable to present their safety concerns up the management team ladder because of the Team member's relationship with someone within the command and general staff. The Team member's home agency reviewed the SAFENET in an internal review of the information provided via the SAFENET. That agency determined that the actions of their employee were well within acceptable practices.



The CWCG has reviewed the SAFENET regarding the relationship issue. CWCG has determined that whether or not a safety situation occurred, the two personnel that submitted those SAFENETS perceived that a safety issue was present that was not being addressed.



CWCG concludes that it is unacceptable for firefighters to believe that they cannot present safety concerns without some repercussions. Therefore, CWCG has adopted the policy that no Federal California Incident Management Team member shall be supervised, either directly or at a higher level, by a relative or member of their household.



Relatives are defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother or half sister (5CFR310.102).



Effective Monday, October 20, 2008, all Incident Commanders are to review their team rosters and initiate team composition changes to implement this policy.



Dennis Thompson, Vice-Chair
for Ron Recker, Chairman – CWCG